



THE INFORMER

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Special points of interest:

- ◆ Director Thomas Sworn In
- ◆ Governor Appoints Ashford and McAdams to Parole Board
- ◆ Williams Retires from Parole Board
- ◆ Florence Agent Lends a Hand
- ◆ Sentencing Reform Update

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DIRECTIONS



We have had a very productive fiscal year! We have been strategic in our approach to comply with new mandates, policy revisions and program implementation.

We have been able to refocus our energies toward those issues that make us stronger as an Agency by identifying promising practices. We have been fortunate to rehire staff in those critical need counties, and added personnel to those divisions that are being revamped, while enhancing our daily operations and case management.

The many challenges faced have also brought new opportunities for growth and development. We have embarked on new initiatives that will not only require a paradigm shift but a philosophy change as well. We must stand ready to re-engineer our approach to supervision with regard to evident based practices, sentencing reform and policy and procedures.

Our barriers to success are only limited by today's economic realities, fewer resources and treatment providers, meanwhile referrals continue to escalate. Despite these harsh realities, the demand for our services cannot go unmet. The people who are most fragile (our offenders) need us to meet their individual needs while we balance to protect the citizens of South Carolina.

As we start a new fiscal year, I am confident that we will:

- Re-establish a small financial incentive to acknowledge educational attainment.
- Re-invested in training and development of staff
- Identifying promotional opportunities for agent and non-agent employees
- Initiate a records management pilot project

In addition to the aforementioned goals, we will focus on the Department's core values that reflect who we are and the things for which we stand. We are committed to demonstrating these guiding principles to ourselves and to those we serve:

- Innovation and Performance Excellence
- Dignity and Respect
- Diversity and Equal Opportunity
- Honesty and Integrity
- Openness and Teamwork
- Accountability

Thank you for all that you have done and continue to do for the Department and the citizens of the state of South Carolina.

"Let's work the work."

Motivating Offenders to Change Series

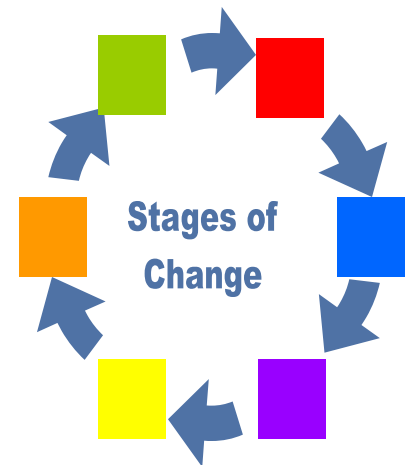
Part III: The Cycle of Behavioral Change

Change is tough. At times, change can bring on feelings of uncertainty and the fear of the unknown. However, in most cases, when making changes for the better, the best outcome can be achieved. One of the key components in the change process is motivation. As you may be aware, moving toward evidence-based practices is an immense change for the criminal justice system in the United States and South Carolina is not without exception. In addition to the legislative mandates required by the Omnibus Crime Reduction and Sentencing Reform Act of 2010, as an organization, we are exploring supervision strategies that will bring about positive change in unwanted offender behavior while reducing the occurrence of crime. Our ultimate goal is to reduce future criminal activity through effective intervention while enhancing public safety.

In the last *Informer* article, "The Occurrence of Crime from a Theoretical Perspective," there was an overview of why individuals commit crimes. For many years, criminologists have developed theoretical perspectives to underpin assumptions of why crime occurs. As criminal justice professionals, it is also important for us to understand human motivation, the stages of behavioral change and how these concepts relate to the occurrence of crime or recidivism. When thinking about changing an individual's behavior, it is necessary to discuss motivation. Research suggests motivation can be a predictor of an individual's behavior or actions. Through the appropriate use of behavioral intervention techniques, probation and parole agents can have an impact on an offender's motivation to change.

There are several internal and external variables that can have an effect on an offender's incentive to change. Motivation not only predicts how likely an individual will commit certain actions, but motivation can also be influenced through proper evidence-based interventions, such as motivational interviewing. Research suggests, if an offender is not in favor of change, he could respond in one or more of the following ways: (a) determine his behavior is not a problem, (b) state he does not have a desire to change, (c) say he will not make any changes, or (d) continue to commit crimes. If an offender is making progress toward change, he could respond in one or more of the following ways: (a) recognize he has a problem, (b) say he has a desire to change, (c) make steps to amend undesirable behavior, and (d) make statements which supports positive behavioral change.

One of the most important concepts in the understanding of how people change is to be familiar with the "Stages of Change" model. This continual model is most commonly used to understand the behavioral change process in people. The "Stages of Change" model consists of six elements: (1) precontemplation, (2) contemplation, (3) preparation, (4) action, (5) maintenance, and (6) relapse. The developers of this model suggest offenders in the early process of change have very little interests in changing their behavior and feel forced or pressured to change by an external entity. On the other hand, offenders in the latter stages of change are more willing to change because they want to make a change in their behavior. Research also suggests people are more apt to change when they are ready or



when the new behavior aligns with their own personal beliefs system.

As community correctional professionals, it is important to recognize when an offender is ready to change. In addition, it is essential that we learn how to target an offender's internal motivation to change. Change is a necessary part of life and it is not always easy. Each person has distinctive characteristics that serve as a catalyst for making changes in every way. As we continue to focus on changing undesirable offender behavior, it is important to keep in mind change is a process. Additionally, relapse is inevitable during the change process for some offenders under supervision. Nonetheless, when an offender is motivated to change internally, the road to sustained change may be less cumbersome in comparison to an offender who is forced to make behavioral changes due to the perceived pressures from the criminal justice system.

Source: Motivating Offenders to Change (2007). U.S. Department of Justice. National Institute of Corrections.

*By Shaunita M. Grase,
Training Compliance and
Professional Development*

2011 National Crime Victims' Rights Week Open House

SCDPPPS was fortunate to receive funding from the National Association of VOCA Assistance Administrators (NAVAA)



through a grant from the Office for Victims of Crime (OVC), to promote community awareness of crime victims' rights and services during National Crime Victims' Rights Week. On April 12, 2011, the Department hosted an Open House and Victim Information Fair. This was an opportunity for victims as well as victim service providers and the general public to receive information about resources and services that are available to victims of crime in South Carolina. The guest speaker was Police Chief Randy Scott of Columbia Police Department. Chief Scott advised the attendees that regardless of what area of the criminal justice system they may work in, they all should consider themselves victim advocates. It is the responsibility of everyone to ensure that the rights of victims are upheld.

The Department's very own Randy Bumgarner, Director of Special Operations, addressed the attendees by sharing his own personal tragedy and reminding everyone of the importance of having programs and services in place throughout the entire criminal justice process to assist victims.

In addition to speaking with representatives from our Department, attendees also had an opportunity to speak with victims services representatives from the State Office of Victim Assistance, Crime Victim Ombudsman's Office, Sexual Trauma Services, Department of Juvenile Justice, Department of Corrections, and the Victim Services Coordinating Council.

Victim Services Director Carol Woodard poses with Columbia Police Chief Randy Scott.



Director of Special Operations Randy Bumgarner relates a story on how his family was treated by the criminal justice system after they were victimized.



PPP Director Kela Thomas visits with local crime victims advocate Laura Hudson.



Training Coordinator Shaunita Grase stops by one of the information booths.



*By Carol Woodard,
Director of
Victim Services*

Highlighting Dillon County

The first time the Dillon County PPP office opened on Saturday, April 9th, AIC Antonio Vaught and Agent Eunice Thomas-Ray arrived at 7:30 am that morning to find the parking lot full of offenders.

"There were so many people ... I knew we were on to something! It showed that there here was a real need for this service," said Vaught, who has worked for PPP since 1992.

He explained that many of the offenders under supervision in Dillon County work out of town at a turkey processing plant. They ride a shuttle bus 45 minutes each way during the week and can't come to report during regular office hours without taking considerable time off, losing work hours, or possibly their jobs.

It isn't always easy to keep the doors open extra hours, but Vaught considers it essential. "It's hard enough to come out of prison and find employment, so when they do, we should work with them to make sure they keep it." We have learned from best practices that offenders revert back to old ways, if they aren't working and being productive citizens.

Supervision requires a combination of law enforcement and counseling skills to keep the offender on track. With a criminal record, the lack of job skills or the inability to deal with the demands of life, PPP is there for assistance, Vaught feels. The Dillon staff has established partnerships in the community that promote a holistic approach to supervision while meeting offender needs.

The requests of offenders are not always supervision driven. He recounted a case where an offender who needed help filing his taxes did not know where to go. Vaught found the assistance needed and the offender received a tax refund. This kind of help may have kept the offender from going back to dealing drugs.

The non-traditional hours help remove all the excuses offenders have for not reporting during the week. The office is now open every third Saturday of the month. According Agent Thomas-Ray "It's a win-win situation for the offender and the Department."

AIC Vaught believes in giving the offender reasonable goals and going the extra mile to

avoid a violation. "My motto is, treat people the way you want to be treated" said Vaught.

The Dillon staff also believes strongly in getting out of the office during the week and onto the streets where they can meet with offenders and their families in their home environments. In addition, home visits are also conducted on Saturday to ensure more face to face contact in the community.

Supervision takes place in the field. We have to be visible and advise them that we are watching and they will be held accountable for their actions. Our presence in the community helps to give citizens peace of mind.

We need to continuously educate the community on what we do and who we are, Vaught said. As part of that effort, he speaks frequently to community and school groups about PPP and is excited about being a member of the Department's Speakers Bureau.

The Dillon County office is comprised of Agents- Sharlene Fore, and Eunice Thomas-Ray and HSS Lois Strickland. "Together we make an awesome team, cited Vaught."

AIC Antonio Vaught and Agent Eunice Thomas-Ray have had great success opening the Dillon Office for Saturday reporting.



By Peter A. O'Boyle, Director of Public Information

Sentencing Reform Update

In June 2010, the Sentencing Reform Act was signed into law significantly impacting our agency. Since that time the Department has embarked on the development and implementation of policies, practices, and strategies to ensure successful implementation of the requirements of the Sentencing Reform Act. Thanks to the commitment of Department staff, we have successfully developed and implemented most of the requirements. In addition, we have conducted statewide training of all staff on each new program as well as provided training on the purpose and use of evidence-based practices (EBP).

What happens now? Phase II of the Sentencing Reform Act is well underway and is equally critical to the Department. Major goals of Phase II include, but are not limited to, (1) implementation of the Risk/Needs Assessment instrument and enhanced case management planning/supervision strategies, (2) enhancement

of the Administrative Sanctions process to include implementation of an evidence-based practice Violation Response Matrix, (3) enhancement of the referral/services/treatment model to include assessment of referral outcomes and service needs and the integration of outcomes with case management plans and risk/needs assessments, (4) implementation of a comprehensive Sentencing Reform Act evaluation plan that will allow Department managers and other stakeholders to actively track and respond to program trends.

To accomplish Phase II, we are utilizing the resources and insight of staff by establishing multiple cross sectional work teams in the development of concepts, objectives, policies and practices for each goal. In addition, we are seeking technical assistance and grant resources from various entities to obtain critical expertise and guidance with this effort. Finally, in

conjunction with our criminal justice partners, we are participating in a multi-disciplinary team to develop a comprehensive Strategic Plan for the Planning and Implementation of the Sentencing Reform Act of 2010. Deputy Director, Sonya Bookard, is serving as SCDPPPS Project Manager for this initiative and will be leading a Department Strategic Planning Team to support this effort.

In closing, the Department is poised to establish itself as a significant force in the criminal justice system by demonstrating leadership with the Sentencing Reform Act. To accomplish this, we encourage all staff to continue to take ownership of our goals and strategies and to make management aware of best practices in your office.

*By Scott Norton,
Assistant Deputy Director
of Field Operations*

Governor Appoints Ashford, McAdams to Parole Board



Norris Ashford (District 2) is an automotive broker, realtor, and a personal fitness trainer. He served as a member and chair of the South Carolina Juvenile Justice Parole Board in 2007-2008. He holds a bachelor's degree from the University of South Carolina and has completed Leadership South Carolina (2000) and 100 Black Men of America's National

Leadership Development Institute's Inaugural Class. He served as a volunteer for the South Carolina Department of Juvenile Justice, Lewis Greenview Elementary School and Eau Claire High School. He is actively involved with the Omicron Phi Chapter of Omega Psi Phi Fraternity, Inc.; 100 Black Men of Greater Columbia; Greater Columbia Chamber of Commerce; and Columbia's Fatherhood Engagement Initiative.



Dr. Beverly Rice McAdams (District 3) currently serves as the Associate Vice President for Student Development at Anderson University. She has served in this capacity for approximately five years. Prior to this role, she served as Anderson's Associate Dean and Director of Freshman Programs. Dr. McAdams received her BA from Erskine

College and her MA and Ph.D. from Clemson University. She currently serves on the boards of the Anderson County United Way, the Anderson Chamber of Commerce, the Anderson Women's Leadership Council, African American Leadership Council, and Anderson University Trojan Club. She is also an active member of the Anderson Rotary Club, the South Carolina College Personnel Association (SCCPA) and the National Association of Student Personnel Administrators (NASPA). She has been a member of Zion Church of God-Holiness for more than 40 years.

2011 State Service Pin Recipients

Several employees were recognized for their years to state service during Employees Recognition Month

30 Years of State Service

Tammy Moorer

20 Years of State Service

Jeffrey Anderson

John Barnett

Rodney Bellamy

Mitchell Collins

Debra Dickerson

Virtus Dill

Julie Dunn

Allene Fleming

Todd Graham

Ellen Haire

Vincent Mercer

Arnise Moultrie

Luther Patrick

Susan Plemmons

Marti Rearden

James Richardson

Donnie Rogers

Schwann Scott

Phillip Sears

Andrew Tomlinson

Tara Tyler

Marilyn Washington

Robert Weeks

Richard Weiss

10 Years of State Service

Kelley Adkins

Tony Anderson

Heather Barker

Chad Beard

Demond Davis

Christina DeBello

Edward Eargle

Robyn Fahnle

Anna Fathman

Charles Finch

Charley Gordon Holden

Jason Hughes

Sandra McCray

Harold Moon

Kenneth Morris

Virginia Newton

Jeffrey Rillorta

Jesse Rosier

Kimberly Temoney

Allyson Walters

Deon Wilform

Quincy Williams

Joseph Wilson

Director Thomas Sworn In



Kela E. Thomas was sworn in as the 10th Director of PPP by Governor Nikki Haley recently at the Andrew Hugine Suites State Room on the campus of South Carolina State University. Surrounded by her family, (From left) Josephine Evans (mother); Director Thomas; Darrin Thomas (husband); sons Todd and Garrison. Mrs. Thomas gave high accolades to her father, The Late Brantley Evans, Sr., who was Chief of Police at the campus for more than 30 years.

Beware of Overexertion!

Overexertion is the third leading cause of unintentional injuries in the United States, accounting for about 3.3 million emergency room visits annually. Whether at work or home, you can take steps to prevent overexertion.



Working in an awkward posture can place too much stress on the wrong part of your body. Place objects as close to you as possible. Keep your body positioned square to your work. Remember, your toes should always point in the same direction as your nose. Using proper posture may seem unnatural at first, but over time your body will appreciate the safer positions.

Limit the amount of weight you carry, give yourself enough room to work in a neutral position and keep tools in good working condition. Many people overcompensate for tools that are too worn or broken. When this happens, tools should be replaced.

Repetitive jobs create muscle tension because they do not allow the muscles enough time to recover. Repeating certain movements for long periods of time also can increase your stress level, causing you to become tense. It is important to take frequent, short breaks.

Source: National Safety Council
Submitted by Human Resources

Florence Agent Aids Joplin Tornado Victims

By John D. Russell, Florence Morning News

David Bird of Florence took a summer trip a couple of weeks ago, but instead of packing sunglasses and a swimsuit he packed a chainsaw.

Like a lot of people on June 22, Bird—a team leader with the South Carolina Department of Probation, Parole and Pardon Services—watched reports from tornado devastated Joplin, Missouri.

Unlike most people, he decided to do something about it.

The next day, Bird got a call from evangelist Chris Wells, who he met just a week before at a sportsman's banquet at Christian Assembly Church in Florence.

Wells had spoken at a church in Joplin, MO a week before coming to Florence and told Bird he was organizing a mission trip to help tornado victims.

Bird had never been on a mission trip before, let alone traveled that far from home; but after talking with his wife, Wendy, he said he "just felt like he needed to go."

"It would have been easier to stay home," Bird said. "But I felt I needed to help."

With chainsaw in tow, he and Wells began the 14-hour drive West the next day.

Little did the pair know they would cross paths with a tornado of their own.

Three hours from Joplin, Bird and Wells came within 100 yards of a full scale twister in the road, narrowly escaping the funnel's destructive path.

"Had we been 30 seconds later down that road we'd have gotten hit by it," Bird said. "It gave me goose bumps, the kind I haven't had since I was a kid. After, we stopped and looked back at what that tornado did."

Feeling lucky, the two pushed on to Joplin and met the rest of their group. Right away Bird and the others went to work cutting trees that had fallen on people's houses.

Later that day Bird walked a main street in downtown Joplin in what he described as a totally devastated area.

He called Wendy, who said she could tell there was something different in her husband's voice.

"I was just weeping and crying and I didn't know why. I couldn't verbalize it," Bird said. "You can tell there was so much hurt. You'd walk around and I'd see the same wallpaper that my son has in his bedroom, see the same destroyed toy that my daughter has or the same car my wife drives. This could have been my town, this could have been my family."

As bad as it was there were signs of hope - literally. "God Bless Us All", "We're all okay," "Praise God" and other inspirational messages were spray painted on what used to be people's homes.

When Bird approached people to offer water or supplies, he said he wasn't met with a depressing attitude but instead people saying "It's all okay we're gonna get through this."

Five days later Bird made the trip back home to Wendy and their two children, Tyler, 4, and Savannah, 7.

Wendy said that when he got back Savannah told her she was proud of her daddy for going to help somebody else because "kids lost everything and he helped them."

"It's not about the high school or hospital that was destroyed. It's those people. Now they have nothing," Bird said. "There are needs that can be met in Joplin by everyone whether financially or physically. Needs are going to be there for a long time. This is not a short deal."



Agent David Bird

Reprinted with permission from the Florence Morning News.

Agent Basic Class Graduates



The newest PPP Agent Basic class graduated June 17 in ceremonies at the Central Office. (From left) Director Kela E. Thomas, Jennifer Turner, Charles Webber, Sheadrick Gilyard, Heather Simpson, Trinity Claros, Wayne Davis, Eden Castillo, Joseph Quick, Melexa Stone, Ashley Burch, Jonathan Harper, John Allen, Jayson Audette, Deputy Director of Field Operations Mike Nichols.

Honor Flight Network

The Honor Flight Network is a non-profit organization created solely to honor America's veterans for all their sacrifices. Top priority is given to the senior veterans – World War II survivors, along with other veterans who may be terminally ill. According to the Honor Flight Network website, "Of all of the wars in recent memory, it was World War II that truly threatened our very existence as a nation—and as a culturally diverse, free society. Now, with over one thousand World War II veterans dying each day, our time to express our thanks to these brave men and women is running out."

On April 27, I was honored to take part in the Honor Flight program, Columbia Chapter, as a Guardian for two war veterans: Mr. Orey Gracey, WWII, Army AirCorps, and Mr. Laurens Andrews, Korean War, Army. These were just two of 108 veterans who participated in the program.

As a Guardian, my job was to escort my two veterans as we toured the war memorials in Washington, D.C., to lend a hand or a listening ear, and to make sure that their trip was as safe and comfortable as possible. What I wasn't expecting was having such a hard time keeping up with these two men! While I never lost either one of them, Mr. Andrews was rather fleet of foot and prone to getting ahead of the group.

Being a part of this program is easily one of the most memorable and truly humbling experiences of my life. I've always had an admiration for the men and women who serve our country, but to be around so many who gave so much was truly awe-inspiring. The most amazing part is the level of humility shown on the veterans' part. While they appreciated and accepted the praise shown them, they were also quick to deflect any talk of being heroes. They will tell you, "the real heroes are the ones that didn't come home."

Since the inaugural Honor Flight in May 2005, more than 35,000 veterans have been transported to Washington, D.C. through the Network. The next flight out of Columbia is scheduled for November 9th, and I've already signed up. For more information on the Honor Flight network, visit its website at www.honorflightsc.com.

*By Adam Callahan,
Procurement Section*



PPP Supply Specialist Adam Callahan poses with one of his charges, Orey Gracey, before leaving for the Washington, D.C. trip on April 27th.

Anderson Police Memorial



Wanda Johnson

Victim Services Coordinator Wanda Johnson sang the National Anthem at the Anderson County Police Memorial Service in May, held in

front of the Anderson County Courthouse. The memorial was attended by local law enforcement, elected officials, and friends and surviving family members who came to pay tribute to officers killed in the line of duty.

Cut the Cake!

David O'Berry, PPP's longtime ITSS director, knows a lot about computers but seems lost when it comes to a simple knife at his farewell luncheon in May. David gets a little culinary training from colleague Bill Miller. Also helping is O'Berry's son, Jared.



Carolina Career Day



Students stop by the PPP booth at the University of South Carolina School of Criminal Justice Career Fair held in the spring.

New Hires: February — June 2011

John Allen
Jayson Audette
Tracie Branham
Ashley Burch
Eden Castillo
Trinity Claros
Wayne Davis
Sheadrick Gilyard
Jonathan Harper

Charleston
Richland
Budget Management
York
Laurens
Aiken
Orangeburg
Chester
Aiken

Brian McCoy
Frank Peterson, III
Joseph Quick
Ivelisse Reyes
Heather Simpson
Melexa Stone
Mason Thomas
Charles Webber

Berkeley
Greenville
Spartanburg
Edgefield
Anderson
Georgetown
Executive Programs
Anderson



Williams Retires

Board of Pardons and Paroles member James Williams received a plaque of appreciation for his years of service at his recent retirement celebration from the Board. (From left): Board members Marvin Stevenson, Alan D. Gardner, Chairperson Karen Walto, Mr. Williams, PPP Director Kela E. Thomas, Board members C. David Baxter and Orton Bellamy.

State Employee Recognition Week at PPP



Union County Enjoys Some Chili

From left, Agent Tim Bright, RD Robert Mitchell and Agent Glenn Sparrow.

Anderson County at the Ballpark

Anderson staff and their families enjoyed an evening at the Greenville Drive Game.



Breakfast of Champions!

The Greenville staff were treated to a continental breakfast



Central Office Fiesta

The Central Office served up lunch fiesta style. Each division donated to the Mexican-style menu.

CJA Village Grand Opening



PPP Director Kela E. Thomas and former Director Sam Glover were among those attending the grand opening of the new South Carolina Criminal Justice Academy Basic Law Enforcement Training Village. Governor Nikki Haley was the featured speaker. Our Agents will receive more law enforcement and safety training as the program has expanded from nine to twelve weeks.

Speakers Bureau

Greenville AIC Hardy Paschal was on the hunt for interns when he spoke to a group of Legal Studies students at Brown McKie College in Greenville. The course is instructed by former PPP attorney Lovee Watts.



Director Speaks at SCPA Conference

PPP Director Kela Thomas brought greetings to the South Carolina Probation and Parole Association Spring Training Conference held at Saluda Shoals Park Conference Center in Columbia.

South Carolina
Department of
Probation, Parole and
Pardon Services

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The Honorable Nikki Haley
Governor

Kela E. Thomas
Director

Jodi Gallman
*Director,
Office of Executive Programs
Newsletter Editor*

Arnise N. Moultrie
*Office of Executive Programs
-Grants Management
Newsletter Designer*

AGENCY MISSION

To prepare offenders under our supervision toward becoming productive members of the community;

to provide assistance to the victims of crimes, the courts and the Parole Board; and

to protect public trust and safety.

AGENCY MOTTO

PREPARE, PROVIDE AND PROTECT

Donating in the Park

Staff members from the Office of Community Affairs assisted Lower Richland High School with distributing lunch to the homeless in a Columbia park.



Mark Your Calendars for These Upcoming Events

July

Among the many events celebrated during the month of July, **Probation, Parole and Community Supervision Week** is the Department's annual observance to recognize its employees. With a theme of "Support for A Second Chance", daily operations ensure that a difference is made in the lives of those we supervise. Please mark your calendars for the week of July 17—23, 2011.



August

The 28th Annual National Night Out, which will be celebrated August 2, 2011, is a community-police partnership that heightens crime and drug prevention awareness and generates support for, and participation in, local anticrime programs. The focus on safe neighborhoods to organize against crime is proudly supported by the Department.

September

During National Alcohol and Drug Addiction Recovery Month and throughout the year, the Department plays a vital role in the fight against addiction. By educating the public about addition, steps to recovery, and the importance of treatment, we will continue to make a positive impact in the community.

October

SCDPPPS joins in the national thrust to raise awareness about the effects of domestic violence in the home, community, and the state. Our mission is clear the rights of victims must be protected while providing public safety. During Domestic Violence Awareness Month, we should recommit to bringing an end to domestic violence.

CODE

Connecting Our Deployed Employees

Remember to drop a line our deployed employees to brighten their day.

Stephen Gunnels
stephen.gunnells@us.army.mil

Ricky Padgett
ricky.padgett@us.army.mil

Tim Williams
james.t.williams@usmc.mil